

OJT – Helping Employers Find Trainees Who Fit Their Specific Needs

SPOKANE AREA WDC



Spokane has sharpened its focus upon the use of OJTs as a tool to transition workers back into employment.

In Spokane, the Workforce Development Council found that small-to medium-sized businesses were screening out too many applicants because they lacked the skills – the very skills that applicants would have acquired during their OJT experience. In response, the WDC created an OJT specialist position to help employers understand how to screen applicants for other job-ready characteristics such as the ability to learn and acquire new skills. The WDC launched two new OJT programs funded by a National Emergency Grant and the Governor's 10% Discretionary Grant. This effort included holding workshops for personnel managers and business owners on how to interview for fit, rather than specific skills. In doing so, Spokane not only was able to use OJTs to spur hiring but also as a way to build a closer relationship between employers and its WorkSource employment services. Employers reported that this “new” way of looking at hiring is very effective

SAWDC also offers a workshop to assist employers in developing more comprehensive and effective training plans that reflect the full requirements necessary to meet their workforce skill deficiencies. The implementation of this program and process is anticipated to improve both the quality and the effectiveness of the training offered by participating employers.

CRITICAL PARTNERS:

Career Path Services
Employment Security
Goodwill Industries

NEW ESD 101
Community Colleges of Spokane
Spokane Community College



<http://www.wdcspokane.com>